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SledgeHammer Foundation



Together we can change many lives

Annual Report
2016 - 17



Contents...

About us	1
Vision & Mission.....	2
Message from the President.....	3
Board of Directors, Advisors.....	4
Team (management).....	5
Education - Shiksha Unnati.....	6
Life Skills.....	9
Skill Development centre.....	11
Learning centre.....	13
SledgeHammer Cricket Academy.....	14
Other initiatives.....	18
Financials.....	21
Overview.....	23



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About us

SledgeHammer Foundation came into existence in 2015 operating in Faridabad District, Delhi NCR region. The Foundation is based on the guidelines of the Companies Act 2013, under which, Corporate Social Responsibility (CSR), is a key requirement for companies. The concept of CSR rests on the ideology of giving and take. By performing the task of CSR activities, the companies are giving something back to society.

SledgeHammer Oil &Tools Private Limited being the parent company is a part of one of the oldest industrial groups of India, established in 1974 by a team of qualified engineers and has been involved in activities like steel castings, sheet metal, heavy engineering products, etc. and they started manufacturing Cementing product in 2006.

With the keen intention to give back to society, the foundation now works in the field of education, life skills, women empowerment, nature conservation, Swaccha Bharat, skills development and healthcare.



Vision & Mission



Vision

To educate, empower, strengthen and create mentally strong young population by reaching out to the most deserving class of the society.

To contribute towards a cleaner environment and sustainable projects for conservation of nature

Mission

We are working for the most deserving class of society and especially for girls. Educating girls and empowering them is one of our key missions. By providing better infrastructure, quality education, remedial help, skill building, and sports development, we aim to create an equal and just society for all genders. Through our other initiatives – Swachh Bharat and bio-conservation – we aim to contribute towards a clean and healthy environment.



Message from the President



Year after year, going further on

With the starting of something as promising as SledgeHammer Foundation and its growing activities, have grown our responsibilities. Already there are greater demands on us. The society and communities that we work with, look to us to address their needs, which for us, is a success in itself. That we're identified for the work that we are doing is an achievement. These give rise to new aspirations, expectations and challenges, which is what we will carry forward with as one more year ends and a new year begins.

Since the inception SledgeHammer Foundation has been working towards the betterment and progress of the society. Its parent company being Faridabad-based, in the Delhi NCR region, the foundation works primarily in this region.

Started as a small group with minor projects in 2015, I am glad to share that by the end of 2017, we have expanded to six new projects and a significant number of beneficiaries. Education, life skills, remedial learning, vocational training, women empowerment, and sports are our main causes.

I believe that educated youth can only bring stability in society. Our work with underprivileged girls has shown tremendous results. With the help of education and life skills training, they have been able to secure employment. Our sports program aims at creating a mental and physical balance. We have framed our project under the guidelines of 'Khelo India' mission by the Government of India.

Our state-of-the-art cricket academy identifies and trains talented young children across all socio-economic background. We have an individual quota for children falling in the underprivileged category; coaching and training are free of cost for them. We encourage girls to be part of the academy by offering 100% free coaching for them.

I am grateful to our sponsors, supporters, and wellwishers for making our programmes run smoothly. Also, our employees leave no stone unturned to make a mark. Disha Shrivastava, Head-CSR at SledgeHammer, has done several fundraising as well as awareness activities for the foundation; you will read all about it in detail in the report.

I am incredibly hopeful that we will continue to work for the betterment of the society and let the SledgeHammer Foundation become the paradigm of an educated and stable society.

I am hopeful that the number of people who believe in our work – the beneficiaries, partners, collaborators, volunteers, staff and communities – who believe in our work and trust our professionalism will continue to increase so that we can introduce many more high impact initiatives and programmes in the years to come.

Thank you.

Pradeep Mohanty

President SledgeHammer Foundation

Board of Directors

Board of Directors, Advisors



Pradeep Mohanty

Managing Director, SledgeHammer Oil Tools Pvt.Ltd.
President- SledgeHammer Foundation
Trustee

Pratima Mohanty
Vice President,
SledgeHammer Foundation
Trustee



Ankur Kaushik
Trustee



Kishan Chandra Mohanty
Trustee



Dinesh Agarwal
Trustee



Advisors



Chetan Sharma
Legendary Cricketer



Pramod Agarwal
Financial advisor and Consultant



Traun Gupta
Chartered Accountant
Active Speaker for Social Reforms



Team

Team (management)



Pradeep Mohanty
President



Pratima Mohanty
Vice President



Disha Shrivastava
Head-CSR



Chahat
Teacher
Learning center



Sushila Giloria
Teacher
Skill development centre



Deepa
Teacher
Skill development centre



Praveen Mohanty
Team Captain Sports



Nived Mishra
Head Cricket Academy



Kapil Arora
Senior Coach Cricket



Kush
Manager
Finance & Accounts



Uday Mishra
Head HR

Programmes



Education - Shiksha Unnati

CONTINUING GROWTH THROUGH EDUCATION

Shiksha Unnati is a school education programme extending from pre-school to class 12. It was formed with the aim to improve the impact of schooling effectiveness measured in terms of equal opportunities for schooling and equitable learning outcomes. We believe offering girls primary education is one sure way of giving them much higher power - of enabling them to make genuine choices over the kinds of lives they wish to lead. The programme aims to reach students of all genders and especially encourage girls to join.

In the year 2015-16, we carried on a number of activities that are part of the programme guidelines and objectives. Some of the programme activities in the last year are mentioned below:

We at Sledgehammer Foundation run Shiksha Unnati under the following aim:

- We began the programme a year back, with the aim to reach one lakh girls in Faridabad town and ten lakh PAN India in 2019-2020. In its second year, the programme continued to move forward from the first year's foundation and momentum. We reached closer to our target.
- We conducted several activities to provide holistic education.
- Our grassroots level field research revealed one of the main reasons for girls hesitating to go to school. Girls often face harassment and teasing when walking to schools. To make them physically stronger and confident, we provided self-defence training this year. We aim to continue providing girls with such techniques.



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- Education is not just limited to books hence we built a comprehensive programme to teach them life skills with topics ranging from behaviour management, communication skills, managing puberty and awareness about sexual abuse.
- Adolescent girls account for a large population in India. However, they remain an invisible group because society usually fails to respect their human rights, leaving them powerless to act in a way that improves their lives at home, school and work. We provided adolescent girls training and understanding for them to operate with freedom in their local environment and communities.

Expression of thought is a skill, which many lack. It is essential for girls to talk about and express their feelings. Girls are generally not allowed to express their thoughts in domestic and professional settings, which could later turn into abuse and violence. Our aim under this program is to give a platform to each child for free expression. Where a child is not judged or graded on her communication skills, but rather, feels liberated when she speaks her heart out. We worked on building this programme further, gave training to girls and saw slow but steady results.

- Reading is a habit, which is beneficial and is always better to start young. We worked towards building libraries with age and language appropriate stock to inculcate the habit of reading.
- Most of the girls and mainly their parents are clueless when it comes to higher education of girls. They aren't able to take decisions about their career or are completely unaware of the possible career opportunities. We aim to provide them with appropriate career counselling also encouraging them to continue with their higher education.
- We trained students in spoken and written English. We believe the English language has become a necessity for youth to march ahead in life and make a difference in the outside world. It is vital to have a basic understanding of the language. We conduct spoken English classes and saw considerable amount of difference in the way they spoke and communicated.
- Free play is an essential factor towards growth. We provided a common area with necessary playing equipment like swing, slides, among other equipment for children.
- We integrated activities related to Swacha Bharat mission in our programme. We provided schools with hygiene facilities - toilets, garbage bins, clean drinking water, and maintenance of classrooms.

Investing today, for the future, with holistic education

SledgeHammer Foundation is continuously working towards girls' education and providing them a holistic approach to life. We understand that in order to impart education, school need infrastructure and in order to be able to learn, students need basic facilities. Hence, we focused on building a strong infrastructure to implement the programme.



Programmes



Achievement - basic infrastructure and facilities

Scheme for Infrastructure Development in Minority Institutes (IDMI)

In the year 2015-16, we were able to reach out to over 1000 students. The Government municipal school adopted by the foundation now boasts of:

- Refurbished classroom walls
- Blackboards
- Attractively painted corridors along with inspirational quotes
- Hygienic and well-maintained toilets
- Attractive landscaping
- Playground maintenance
- Electrical fittings
- Fans in classrooms
- Setting up of computer lab along with refurbished computers for ready use
- Clean water tanks
- Sanitary pad disposing of unit
- Life skills sessions
- A dedicated security guard at the main gate
- Play zone with swings, see-saw, slides
- Timely workshops on career counselling
- Library making in progress
- Field visits for better exposure and learning
- Donated cycles for quick and safer transport to school





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Life Skills - Jeevan Path

EMPOWERING YOUTH THROUGH LIFE SKILLS TRAINING NURTURING BETTER INDIVIDUALS

Jeevan Path is a life skills programme dedicated to equipping adolescents with life skills to help them to make informed decisions, solve problems, think critically and creatively, communicate effectively, build healthy relationships, empathize with others, and manage their lives healthily and productively.

The programme witnessed phenomenal growth in the last year. We had developed modules covering four different topics:

- Behaviour Issues
- Personal Hygiene and sanitation including topics like menstruation
- Child Sexual Abuse
- Road Safety

Through this year, we managed to form partnerships with various stakeholders and experts to strengthen the programme and to take it to the next level with practical training sessions. The training sessions in these four categories were carried out in alignment with our beliefs that it is essential to raise a mentally stable society, and it is equally necessary to direct the youth in a positive direction.

Jeevan Path programme objectives

We implemented the program with the following objectives

1. To enhance skills of adolescent students to achieve their goals and to take informative and intelligent decision for better health and wellbeing in the future.
2. To talk, discuss and agitate the social practices like child marriage, gender inequality, and dowry through well-informed and skilled adolescents.
3. To work on capacity building and skills of teachers to provide life skills session to adolescents enrolled in the schools and address adolescent needs.

Our programme guiding principles

Our guiding principles provide clarity about what Sledge Hammer stands for, form the core of the culture of this programme and guide the way we conduct the programme.

A spirit of freedom: Adolescent girls account for a large population in India. However, they remain an invisible group because society usually fails to respect their human rights, leaving them powerless to act in a way that improves their lives at home, school and work. We provide adolescent girls training and understanding for them to operate with freedom in their local environment and communities

Open mindedness: We train youth – girls and boys – to be open to other perspectives and social changes. We always strive to do the right thing, exercising our responsibility to them and the communities. We teach them to respect differences and enjoy togetherness, harnessing diversity as strength.



Programmes



Strategies and implementation

Our strategies for implementation of the programme and its modules remained the same.

Class and age-specific modules for the life skills Education Program: We developed age and class specific modules on the topics to impart the sessions.

We follow the following process for preparing the modules:

- a. Freelancers and subject expert for knowledge sharing: Our team has created modules based on expert guidelines, but we also vet it from freelancers and experts working in the creation of LSE modules. This makes our program technically correct.
- b. Workshops: We work with volunteers and experts to organize timely workshops first to create the modules and secondly to make amendments if needed as per our cultural area.
- c. Pilot testing: before we start with our sessions in the academic course we always do a pilot test with a group of students and then take their feedback on understanding, deciphering the content and its benefit. This helps us in our next step to revise the module.

Monitoring: Once the program began in the new academic session, we monitored the program and made revision as and when it was needed. Monitoring also helped us understand the progress, success, and implementation correctly and gave us a sense of the impact that this programme is making.

Assessment and feedback: Upon completion of the program we follow a systematic assessment process and take adequate input from the school teachers and the principals. We insist on giving us a proper comment on behaviour change observed or any issues, which they feel is essential with a particular child to handle.



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Skill Development Centre- Hunar, Ek pehchaan

IMPROVING ECONOMIC GROWTH, ONE YOUTH AT A TIME



Introduction – Hunar, Ek Pehchaan

Educators and policymakers place great emphasis on the development of skills as a way to ensure and prepare employment prospects for young people in today's rapidly changing environment in the country. Skills development also has psychological, interpersonal and emotional impact that helps youth to overcome challenges, act positively and develop their full potential.

Even if youth from underprivileged communities receive formal education, they often lack skills that can prepare them for the real world of employment. The modern economy requires comprehensive skills – both soft skills and technical skills. This remains a critical challenge for today's youth. The key to overcoming this challenge is to provide skills development opportunities.

Our strategy for skills development programme

We have aligned our programme to the larger goals of the foundation:

- We ensured inclusive and equitable quality education and promote lifelong learning opportunities for all.
- We've made significant strides towards our goal of enabling access for all women and men to affordable and quality technical, vocational and tertiary education, including university, by 2030. We created the right strategy and the last year was proof that our strategy remains the right one to reach our goal consistently and steadily.
- Our goal is to substantially increase the number of youth and adults who have relevant skills, including technical and professional skills, for employment, decent jobs and entrepreneurship. We've been reaching this goal through dedicated partnerships and collaborations.
- We have been successful in eliminating gender disparities in education and ensured equal access to all levels of education and vocational training for the vulnerable, people with disabilities, indigenous people and children who live in unsafe situations. The environment is challenging but our resilient methodology has shown considerable results.

Programmes



Continuing the exciting journey

Hunar, Ek Pehchaan has seen outstanding growth in just a short span. However, this is just the beginning, and with a strong base of youth students, teachers and expert trainers, the opportunities presented for this programme's success are huge.

Our belief that if we all work successfully together, we can drive a scenario in which there are more employed and working youth – men and women, and a more sustainable employment sphere, a more benefited society, has become stronger by seeing the success stories of the youth we trained.

Our courses were aligned and expanded as per the schemes of Ministry of Skill Development and Entrepreneurship. The government of India has come up with several plans, grants and resources to bring up the employability in the youth. We at SledgeHammer will continue to work to imply the same in our skills development centre. We reached out to more than a 100 youth this year who are now able to earn a living and supporting their families.



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Learning center- Neev

We started the Learning Centre in 2014 with the aim to prepare children to get enrolled in the primary stream school. In the first and second years, we enrolled a lot of students between the age group of four years to sixteen years. The students enrolled have varied levels of education – some have just started the education from a young age, some children who had left school abruptly have restarted and yet others who are in their teens but had never been school before.

The Learning Centre was started with the guidance of Pratima Mohanty, wife of the Managing Director, Pradeep Mohanty. It was her interest and vision to facilitate basic education for the underprivileged children. In the first year, we reached out to enrol children with the help of newspaper advertisements, pamphlet distribution and hoarding. We had started with 30 children, and the numbers kept growing in this year.

Our objectives and principles

- Provide primary education enabling children to read and write
- Prepare them for the mainstream school
- Assist in admissions for mainstream school
- Ensure holistic growth and education
- Follow NCERT syllabus
- Timely follow up and feedback
- Regular parent-teacher meetings
- Constant supervision to maintain the punctuality and attendance
- Guidance, personal talks, discussions to keep a check on drop out the number



Overcoming key challenges

The children coming to the centre are mostly from the families of the migrant population in search of better work opportunities; hence the parents work at the construction site, have tea stalls, rickshaw driver or house servants. Therefore, the school drop out number is a significant concern. This is also the reason why children don't want to get enrolled in mainstream school. To overcome this issue, we are now encouraging and guiding children to enrol in open school examination. Since the inception of the programme, we have tried to tackle this challenge and have succeeded considerably.



Sports



SledgeHammer Cricket Academy

NURTURING YOUNG TALENT IN SPORTS

Introduction - cricket programme

The SledgeHammer Cricket Academy was launched in 2012. The academy is the brainchild of Mr. Pradeep Mohanty, Managing Director - Sledgehammer. Aligned to his aspirations, the academy was set up to make a focal point of cricketing greatness, both in education and training. An ardent cricket fan, Mr Mohanty's enthusiasm has significantly driven the setting up and progress of the academy.

Incorporating cricket programme

As part of the academy, Sledgehammer Foundation incorporated the cricket/sports programme that aims to identify and nurture young talent in cricket through its comprehensive training and nurturing approach to the overall development of youth and sports. As a key strategic focus including sport was crucial to the development of SledgeHammer Foundation's ambitions and visions. The foundation has been working dedicatedly to identify and encourage young talent, provided infrastructure facilities for cricket, free equipment access, scholarships to deserving students, created strategic partnerships, and encouraged participation at regional and state levels.



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Driving change through sport

Children from various age groups train at the academy. The SHCA continues to reach and inspire players, mentors, umpires, groundkeepers and youth groups with concentrated focus on development and accomplishment in the game of cricket.

We recognize that just a cricket programme was not sufficient to find and train young children in cricket. Thus we included the resources of the SHCA to avail of and cover the whole landscape.

Experienced guidance and mentors

We delivered high quality training standards by exceptionally experienced certified players and guidance from experienced mentors.

Integrating innovation and technology

Creating and working on new techniques with the help of coaching support, we used the latest technology for a wholesome progress of the children.

Continued search for talent

We continued to find fresh talent and undertook their skill development routine to improve performance.

Professional exposure

We worked with local and regional teams to provide practice, which also gave children competitive experience. Children were not only trained, but are also given the opportunity to watch important professional tournaments to gain exposure and insights of the game.

Key insights into the training programmes

With our larger objective to creating good global citizens of the future, we focus on providing the best cricketing knowledge to children through which they are able to inculcate good behavioural practices. We follow high standards of:

- Discipline and training
- Fair and unbiased selection process
- Equal opportunities
- Punctuality



Sports



Integrating life-skills into cricket training

Aligning the foundation's values and approach with the cricket programme was essential. The foundation's work is based on the following core principles:

- Integrity:** to imbibe honesty and strong moral principles.
- Discipline:** to inculcate obedience and good behavioural practice.
- Sincerity:** for seriousness, consistency and genuineness.
- Dedication:** to create committed individuals.
- Vision:** to imagine and plan strategically.
- Go-getter attitude:** for an aggressive, enterprising spirit.
- Purpose:** for a sense of resolve and determination.
- Motivated:** to promote interest and enthusiasm in everything.

Training
over
90
Children



In line with the principles, the cricket programme delves into nurturing competitive spirit, team spirit, leadership abilities and strategic thinking through cricket. The children learn to work together as a team to achieve the team goals while performing individually, sort through each other's weaknesses and strengths to create strategies that work for the team, and have learnt to lose graciously. The children have demonstrated qualities such as respect and resilience.



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Enabling and supporting female participation

We have made significant efforts in ensuring the participation and support to girls from all socio-economic backgrounds. While this has helped the individual girls, it has also helped the foundation promote and enhance the larger cause of female equality. We have enrolled girls in our academy with 100% free coaching. We have also offered scholarships to children who score above 75% in their academic exams. We train, coach and assist children beyond all socio-economic background.



Other initiatives



Other initiatives

SMALL INITIATIVES, BIG CHANGES – The key to success

Traffic parks – Ensuring safety

We are committed to ensure that people follow traffic laws. Traffic laws are essential to obey because they protect the safety of drivers, passengers, and pedestrians. These laws are often created as a result of studies and research that proves they will be useful.

Traffic laws, no matter how trivial they may seem, are proven methods that help increase the safety of people traveling on or near roads. Driving under the influence laws, seat belt laws and left passing lane laws to help drivers have a more successful trip while protecting others on the way. Police and other agencies may create safe driving campaigns to increase public awareness of traffic laws.

SledgeHammer Foundation, in association with Faridabad traffic police, has rebuilt the traffic park to teach traffic safety, rules and regulations to school children.

The park is like a mini-city layout with municipal buildings and traffic lights and signage. Public, private and civil school children frequently visit this park to understand the significance of traffic rules and laws.





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Swachh Bharat Mission – Contributing to a clean country

Low hygiene and cleanliness standards have been a serious issue in India. “A clean India would be the best tribute India could pay to Mahatma Gandhi on his 150 birth anniversary in 2019,” said Shri Narendra Modi as he launched the Swachh Bharat Mission at Rajpath in New Delhi.

On 2nd October 2014, Swachh Bharat Mission was launched throughout the length and breadth of the country as a national movement. The campaign aims to achieve the vision of a 'Clean India' by 2nd October 2019.

Following the guidelines of Swachh Bharat Mission, SledgeHammer Foundation has been actively involved in the following activities:

- We have installed dustbins all across Faridabad region
- We organized garbage collection vans all over the city
- We conduct timely cleanliness drives and involve various organizations and schools into it to create awareness as well as to make the city cleaner and hygienic.
- We also carry out regular mosquito fogging.



Biodegradable unit – Improving environmental impact

Biodegradation is the most critical mechanism for the total removal of chemicals from the environment. It is nature's way of getting rid of wastes by breaking down organic matter into nutrients that can be used by other organisms. As a result, the ability of a chemical to biodegrade is an indispensable element in the understanding of any risk posed by that chemical on the environment.

SledgeHammer Foundation has joined hands with HumanKind Foundation to support their biodegradable unit. The Foundation, with the help of the MC, is working to generate manure out of waste. The process involves collecting garbage from door to door, segregating it and processing it.

The Faridabad MC had allotted land to the Foundation to facilitate segregation and processing of waste. The Foundation has installed a machine with the capacity of generating 500 kg manure every day, where the waste is processed into manure.



Working with stakeholders

For our initiatives, a key task was to identify key stakeholders. The participation of these key stakeholders – experts, trainers, teachers, and volunteers – in planning, implementation and evaluation of the different initiatives was fundamental to the performance and success of our initiatives.

- As a first step, we identified the key stakeholders for each of the three initiatives. These were local people, communities and organizations who could partner with us to support these initiatives.
- Once we identified them, we thoroughly planned the implementation of the initiatives with each one of them. We also wanted to ensure that the stakeholders' methodologies and processes were aligned to our larger aims and principles.
- Finally, we conducted reviews, reports and tracked the performance of each of these initiatives in order to gain a sense of the real impact.





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Overview

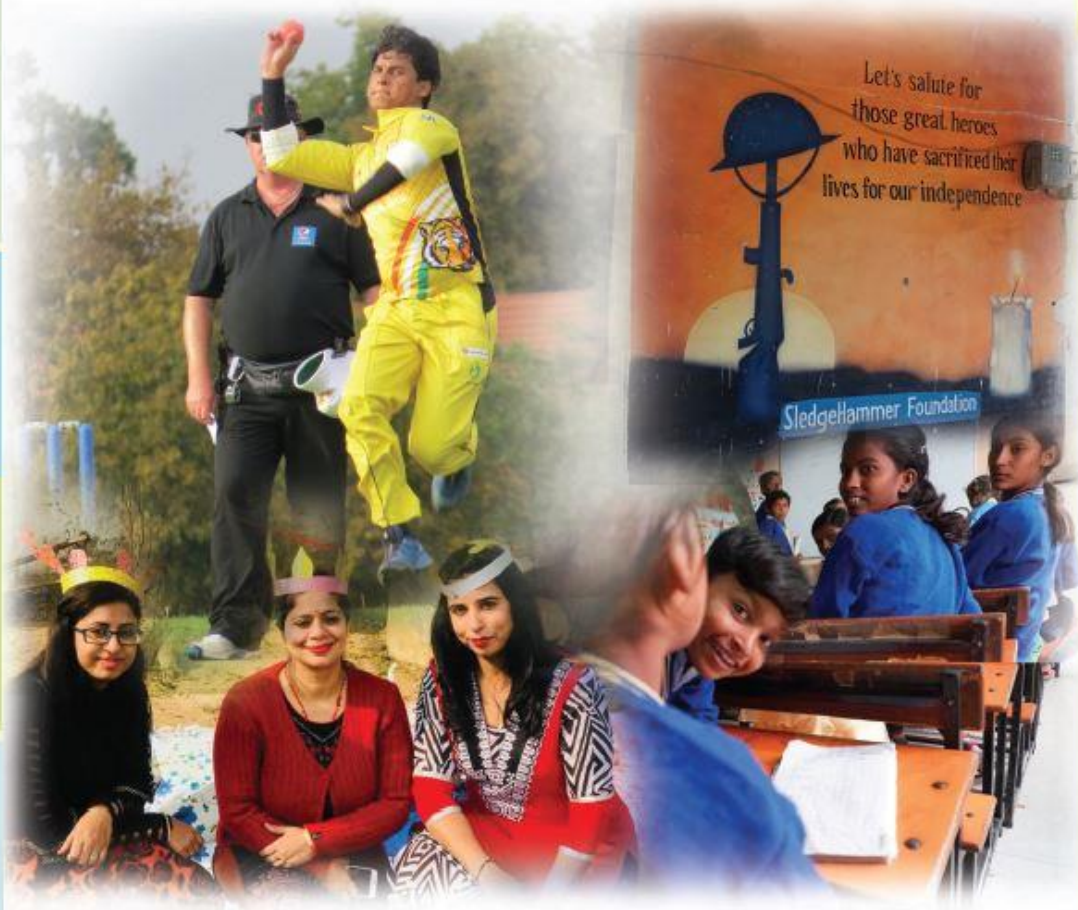
Overview

SledgeHammer Foundation has been set up as a public charitable trust established under the Indian trust Act, 1882 on 05th January, 2015 at New Delhi.

The Trust is represented by Sledgehammer Oil Tools Pvt. Ltd. as the Settlor and Mr. Pradeep Mohanty, Mrs. Rittu Mohanty, Mr. Krishan Chandra Mohanty, Mr. Ankur Kaushik, Mr. Dinesh Agarwal as Trustees. The sole object of foundation is to provide charitable services in the fields of primary health, education, skill development & Improving and empowering the lives of socially under privileged, including development of livelihoods.



SledgeHammer Foundation



www.sledgehammerfoundation.org



SledgeHammer Foundation, Plot# 159 Sector-9, Faridabad, Haryana, (India), Pin Code-121006,
E-mail: info@sledgehammerfoundation.org